

2-0114

THIS BOOK DOES
NOT CIRCULATE

3

AGREEMENT BETWEEN
THE COUNTY OF HUNTERDON
AND
HUNTERDON COUNTY COUNCIL NO. 15
FOR 1973 - 1975

1

LIBRARY
Institute of Management and
Labor Relations

400 27 1975
RUTGERS UNIVERSITY

7/25/75

TABLE OF CONTENTS

SCOPE OF AGREEMENT AND BARGAINING UNIT.....	1
PAYROLL DEDUCTIONS.....	3
MANAGEMENT.....	4
ASSOCIATION REPRESENTATIVES.....	5
RIGHTS AND PRIVILEGES.....	6
ADHERENCE TO CIVIL SERVICE RULES.....	7
RULES OF THE EMPLOYER.....	8
HOURS OF WORK.....	9
BREAKS.....	10
OVERTIME.....	11
SUMMER HOURS.....	14
WAGES.....	15
HOLIDAYS.....	19
VACATIONS.....	20
LEAVES OF ABSENCE.....	22
JURY DUTY.....	24
MEDICAL AND OTHER BENEFITS.....	25
EMPLOYEES EXPENSES.....	26
EMPLOYEE FACILITIES.....	27
SAFETY.....	28
UNSCHEDULED CLOSING OF COUNTY DEPARTMENTS.....	29
JOB CLASSIFICATIONS AND VACANCIES.....	30
PROMOTIONS AND TITLE CHANGES.....	31
TEMPORARY EMPLOYEES.....	32
DISCRIMINATION AND DISCIPLINE.....	33
PERSONNEL FILES.....	34
ECONOMY LAYOFFS.....	35
GRIEVANCE PROCEDURE.....	36
COMMUNICATIONS.....	39
GENERAL PROVISIONS.....	40
DURATION OF AGREEMENT.....	41

ARTICLE I

SCOPE OF AGREEMENT AND BARGAINING UNIT

The Employer acknowledges that it has ascertained that the Association represents a majority of the employees set forth in the bargaining unit and is, therefore, legally entitled to recognition by the Employer as the sole and exclusive bargaining representative of the employees in the bargaining unit.

The Employer recognizes that this Agreement constitutes an obligation of the Employer and that the terms and provisions of this Agreement shall embrace all present and future permanent, provisional and temporary positions, full-time and part-time, in all Departments of the County of Hunterdon, and all other positions wherein authorization has been given to the Association to act on behalf of employees in such positions. Modifications of this Agreement, as they apply to the employees of the Hunterdon County Welfare Board, are set forth in an addendum to this Agreement.

The appropriate bargaining unit shall consist of all employees of the County of Hunterdon, including Supervisors (as recognized past practice of the Association) in any position, whether such employees are of provisional, permanent or temporary status. E.E.A. employees, that is, persons paid by Federal Emergency Employment Act funds, shall be covered under this Agreement on their dates of hire by the County as permanent County employees paid from County funds. Such employees shall not be entitled to receive any wages or benefits under this Agreement prior to the date they are covered hereunder.

The appropriate unit shall not include Federal employees, employees of the Board of Elections, Probation Officers, Jail employees, Department Heads, any appointed or elected officials, nor any employee the Parties agree is in a confidential position whose work is involved solely in the labor relations process.

Unless otherwise indicated, the terms employee or employees when used

in this Agreement refer to all persons represented by the Association in the above defined negotiation unit.

ARTICLE II

PAYROLL DEDUCTIONS

A. Dues Checkoff

The Employer will deduct current uniform dues of employees who are members of the Association beginning with the next pay period following receipt of a duly executed form acceptable to the Employer. Such authorization may only be revoked upon thirty (30) days notice prior to January 1 or July 1. Monthly, the Employer will forward a list of all employees hired or terminated during the preceding month.

It shall be the sole obligation of the Employer to remit sums deducted to the Treasurer of the Association by the 15th of the month following the month in which it deducts them, with a list of those employees for whom the deductions have been made.

The Association shall hold the Employer harmless against all claims, demands or other forms of liability that may arise out of the Employer's deducting sums as Association dues pursuant to this Article.

B. Automobile Insurance Coverage

The County agrees to provide payroll deductions for automobile insurance coverage for members of an appropriate group who so authorize such deductions. The Association shall hold the employer harmless against all claims, demands or other forms of liability that may arise out of the employer's deducting sums pursuant to this Article.

The employer also reserves the right to require a Hold Harmless agreement from the carrier providing such group automobile insurance coverage. The contract between the insurance carrier and the County shall contain provisions reasonably acceptable to both the County and the Association.

ARTICLE III

MANAGEMENT

It is mutually understood and agreed that the Employer has the prerogatives of management in the direction of the employees including but not limited to the rights of hiring, suspending, discharging in accordance with Civil Service rules, promoting, transferring, scheduling to determine the standards of services to be offered by its agencies, take necessary actions in emergencies, determine the standards of selection for employment, maintain the efficiency of its operations, technology of performing its work, determine the methods, means and personnel by which its operations are to be conducted, determine the content of job classifications, subject to Civil Service Regulations and any other applicable law or provision of this Agreement.

It is understood that in the discharge of these rights every employee shall be treated within the accepted standards of common decency, courtesy and respect.

ARTICLE IV

ASSOCIATION REPRESENTATIVES

The Association shall have the right to designate such members of the Association as it deems reasonably necessary as Association Representatives, who shall not be discriminated against due to their legitimate Association activity.

Any authorized representatives of the New Jersey Civil Service Association, Inc. so designated shall have the right to enter upon the premises of the Employer during working hours for the purpose of conducting normal duties relative to the enforcement and policing of this Agreement so long as such visits do not interfere with proper service to the public.

The Department Head of the area to be visited shall be notified prior to such visit.

ARTICLE V

RIGHTS AND PRIVILEGES OF THE ASSOCIATION

The Board of Chosen Freeholders agrees to make available to the Association all public information concerning the financial resources of the County together with information which may be necessary for the Association to process any grievance or complaint.

The Association representatives shall be permitted to participate during normal working hours in negotiations, grievance proceedings, conferences or meetings with the employer with no loss in pay. This shall apply to any employee in connection with his or her grievance.

Representatives of Hunterdon Council No. 15 or of the State Association (N.J.C.S.A.) or its affiliates so designated shall be permitted to transact official Association business on the premises at all reasonable times, provided that this shall not interfere with or interrupt normal operations of the service.

The Association may use facilities and equipment when not otherwise in use.

The Association may use bulletin boards and mailboxes.

Should the representative of the Association or the Association itself cause any malicious damage to any facility or equipment owned by the County, the Association hereby agrees to either repair such facility or equipment at its own cost or to reimburse the County for the reasonable cost to repair said facility or equipment.

ARTICLE VI

ADHERENCE TO CIVIL SERVICE RULES

The Employer and the Association understand and agree that all Rules promulgated by the New Jersey Department of Civil Service shall be binding upon both parties.

ARTICLE VII

RULES OF THE EMPLOYER

All rules and regulations promulgated by the Employer for the proper and efficient operation of the Public Service shall be duly and conspicuously placed.

ARTICLE VIII

HOURS OF WORK

It is understood by the Parties that the hours of work in existence at the time of this Agreement for all departments shall remain in full force and effect until mutually changed. Either party reserves the right to request a change in working hours. This request will be subject to negotiations.

Those employees obligated to work in the field or on the road traveling shall compute their hours of work on a portal-to-portal basis.

COUNTY EMPLOYEES WORKING 35 HOURS

Work Week: Monday through Friday
8:30 A.M. - 4:30 P.M. 1 Hour Lunch

BUILDING & GROUNDS

Work Week: Monday through Friday
Shift 1 : 7:00 A.M. - 3:00 P.M. 1 Hour Lunch
Shift 2 : 3:00 P.M. - 11:00 P.M. 1 Hour Lunch

LIBRARY

Work Week A: (employees hired prior to 2/26/71)
Monday through Friday
Shift 1A : 8:30 A.M. - 4:30 P.M. 1 Hour Lunch
Shift 1B : 9:00 A.M. - 5:00 P.M. 1 Hour Lunch
Shift 2 : 1:00 P.M. - 8:30 P.M. 1/2 Hour Lunch
Work Week B: (employees hired after 2/26/72 or earlier
if voluntary)
Tuesday through Saturday
Same Hours & Shifts as Above.

COUNTY EMPLOYEES WORKING 40 HOURS

ROADS & BRIDGES

Work Week: Monday through Friday
7:30 A.M. - 4:00 P.M. 1/2 Hour Lunch

ARTICLE IX

BREAKS

Each employee herein represented shall be entitled to one fifteen (15) minute break for each half-day period of work (morning and afternoon, and equivalent periods for shift work). Unused break time shall not be credited or accumulated in any way by the employee.

ARTICLE X

OVERTIME

A. Overtime Rates For All Employees Other Than Roads & Bridges

Any employee required to work beyond his regular workday shall be paid overtime at the rate of time and one-half.

Employees required to work on the sixth day of a workweek shall be paid at the rate of time and one-half for hours worked within a regular workday and double time for any additional hours worked.

Employees required to work on the seventh day of a workweek shall be paid at the rate of double time for hours worked within a regular workday and double time and one-half for any additional hours worked.

Employees scheduled to work on a holiday shall be paid their regular day's pay for the holiday plus an additional rate of time and one-half for all hours worked in a normally scheduled workday. Should an employee be required to work beyond a normal workday on a holiday he shall be paid the regular rate for the day plus an additional double time for any hours in addition to the regularly scheduled workday.

B. Road and Bridge Department

The overtime rates of all overtime worked shall be 1.8x the employees hourly wage. This shall apply to all employees of the Roads and Bridges Department covered by this Agreement except clerical employees who will be paid pursuant to Paragraph A above.

C. Minimum Guarantee

In addition, any employee required to work overtime shall receive a minimum of two (2) hours pay at the appropriate rate if the time worked is less than two hours, with the exception of an employee required to remain working and continue beyond his regularly scheduled shift. Such employee shall be paid at the overtime rate for the actual hours worked. In the event overtime worked

is more than two hours, compensation in such case shall be for the actual hours worked at the appropriate overtime rate.

D. Method of Compensation

All employees shall be paid for overtime worked; however, in certain situations wherein overtime is required but budgetary considerations make payment for overtime impossible, employees may be asked to accept overtime on a voluntary basis, to be paid in compensation time at the above rates (not applicable to Roads and Bridges and Buildings and Grounds).

E. Equalization

It is the intention of the Parties that overtime be distributed among the employees of a Department, or work group within a Department, on an equal basis.

ROADS & BRIDGES DEPARTMENT FORMULA (SNOW REMOVAL)

GROUP A---Road Crews maintain roads in their district, have responsibility for this, and are first called. Overtime to be equalized among crew(s).

GROUP B---Equipment Operators run loaders, graders, special heavy duty plow.

Overtime to be equalized among operators for these jobs.

GROUP C---Extras to be used as back-up for Road Crews. Possibly may be divided into two (2) sub-groups (one used as drivers, one used as laborers, etc.). Overtime to be equalized among all men in this Group. Any man from this Group may be used to form sub-districts as agreed upon. Contractors may be used when County vehicles and personnel are all being utilized in snow plowing operations and there is a need for additional vehicles and personnel to remove snow from County roads. Contractors may also be utilized, if needed, because a County-owned vehicle is disabled. The County will make every effort to have contractors utilize County personnel. The Association will make every effort to provide personnel for snow-clearance operations.

All employees will be paid for all overtime worked at 1.8x the employee's usual hourly rate, except when an employee shall be engaged in performing duties of a higher classification he shall be paid at the rate of the job performed.

ARTICLE XI

SUMMER HOURS

All salaried employees in all departments represented herein shall be given summer hours for the months of June, July and August extending to the end of the Labor Day Holiday, consisting of one-half (1/2) hour off from the regular hours of work with no loss in pay, to be taken at the close of the working day, except for Library employees whose workday begins at other than the eight-thirty (8:30) starting time. These employees will observe the half-hour reduction in work hours at the start of their workday. Part-time salaried employees whose schedule would include observance of summer hours shall not suffer a loss in pay.

When an employee is prevented from leaving work by his supervisor at the early closing time due to the necessities of the service, the employee shall be considered on overtime.

ARTICLE XII

WAGES

All wages and increases are set forth in schedules attached hereto and made a part hereof including wages for titles presently in use or to be used in the future.

Part-time employees working on a regularly scheduled basis shall be paid a salary according to the title, pro-rata.

A. 1973 Salaries *

Effective January 1, 1973, the annual salary for each range shall be increased 6% above the 1972 range and each employee shall receive a 6% increase over actual salary paid in 1972.

For the purposes of this provision, "actual salary" shall not include overtime, holiday compensation or other extra compensation. Such compensation, if any, will be paid pursuant to the provisions of this Agreement.

B. 1974 Salaries *

Effective January 1, 1974, the annual salary for each range shall be increased 7% above the 1973 range and each employee shall receive a 7% increase over actual salary paid in 1973.

For the purposes of this provision, "actual salary" shall not include overtime, holiday compensation or other extra compensation. Such compensation, if any, will be paid pursuant to the provisions of this Agreement.

C. 1975 Salaries *

Effective January 1, 1975, there shall be instituted a salary guide for all positions consisting of a minimum and seven (7) steps for each range thereon, all as shown on Schedule A attached.

The minimum for each range shall be 7% above the 1974 base salary for that range, provided, however, that if the Consumer Price Index for the New York-Northeastern New Jersey region, as published by the Bureau of Labor Statistics,

* Please refer to New Schedules A,B, and C attached.

for December 1974 is 8% or more above said regional Consumer Price Index for December 1973, each such minimum shall be further increased by one-half (1/2) of the percentage increase above said 8%. (See Schedule C, the Formula for calculating percentage increase).

Step One (1) for each range shall be three and one-half (3 1/2) percent above the minimum. Each subsequent step shall be 3 1/2% of the minimum for the range above the preceding step so that the differential from step to step in any given range shall be the set dollar amount shown on Schedule A under the heading increment abbreviated "Inc." Initial placement on the aforesaid salary guide for existing employees shall be as shown on Schedule D.

Employees shall be assigned to a range according to job title as indicated in Schedule D, subject to the provisions of Article XII, D.

Employees shall be placed in the appropriate step for the assigned range based upon length of continuous service as of January 1, 1975. Employees hired prior to January 1, 1970 and actually in the County's employ as of that date shall be credited with all time actually worked in the County's service prior to that date. Employees who have left the service of the County subsequent to January 1, 1970, regardless of when first employed shall be credited with service only since the most recent reemployment by the County.

Placement shall be as follows:

Minimum	Until completion of nine months service
Step 1	Until completion of three years service
Step 2	Until completion of six years service
Step 3	Until completion of nine years service
Step 4	Until completion of twelve years service
Step 5	Until completion of fifteen years service
Step 6	Until completion of eighteen years service
Step 7	After completion of eighteen years of service

Any employee, who, when being placed in the appropriate range and step as heretofore described, will receive less than the minimum increase (seven percent plus an additional cost of living adjustment, if any) set forth above, shall have his annual salary further adjusted to provide said minimum increase.

Employees hired after April 1, 1974, shall be hired at the established starting rate for 1974 and shall be advanced on January 1, 1975, to the then established starting rate for the applicable positions. Employees hired in 1975 shall be hired at the established starting rate for 1975 for said positions. These employees shall remain at that salary for calendar year 1975.

The parties agree to commence negotiations during 1975 on a merit increment system, which system, if agreed upon, is to be effective during the term of any succeeding collective agreement negotiated between these parties. It is recognized by both parties that by agreeing to enter into negotiations about a merit salary program, the Association has not agreed to implement such program but has only agreed to negotiate same.

The Association acknowledges that by implementing a salary guide with steps for position titles, the County has only agreed to place employees on a salary guide as described above and to pay the salaries provided in Schedule D for 1975. The Association further acknowledges that the length of service of each employee as of January 1, 1975, shall determine his placement in a step for the entire year of 1975 except as provided in Article XXIII (Promotions and Title Changes) hereof.

The County has not agreed to pay increments in any given amount or at any given time during 1976; increments for 1976 shall be the subject matter of negotiations by the parties for the successor contract.

D. Alleged Salary Inequities

During the course of negotiations of this Agreement, the Association

raised the issue of alleged inequities in rates of compensation for certain position titles as set forth on the attached list which is made a part hereof as Schedule B. The parties agree to jointly select an arbitrator who is mutually acceptable to the parties (who shall be selected from local business or industry within the geographic area of Hunterdon and Somerset Counties) and who shall be authorized to conduct hearings to determine whether or not said inequities in compensation exist and, if so, shall be further empowered to set the appropriate salary range for each position affected thereby. The arbitrator's decision must be in writing and shall be final and binding upon both parties. The costs of arbitration (except for attorney's fees and costs of transcripts) shall be borne equally by the parties.

By entering into this agreement to arbitrate the question of alleged salary inequities, the County and the Association agree that the County has not foregone any management's prerogatives as a result thereof and shall not be in any way prejudiced thereby except that the County shall be bound to implement the arbitrator's decision in each case.

It is further agreed that the County and the Association shall, before the invocation of the arbitrator, undertake negotiations to amicably resolve alleged salary inequities. In the event said negotiations on particular titles have not been satisfactorily concluded within 30 days from the signing of this agreement, both parties agree to begin the selection of an arbitrator and to commence arbitration on unresolved particular titles within the next succeeding 30 days.

In the event the arbitrator or the parties by agreement establish the existence of salary inequities and determine appropriate salary ranges to eliminate said inequities, the effective date for payment at the appropriate salary range will be July 1, 1974, even though payments, when authorized, may have retroactive application.

ARTICLE XIII

HOLIDAYS

The twelve legal holidays presently observed shall continue to be observed under this Agreement (New Year's Day, Lincoln's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Election Day, Veteran's Day, Thanksgiving Day and Christmas Day).

Also to be observed are any other holidays declared by the legally constituted authorities of the County, State or Nation or any holidays declared by the Governor for State Employees which are not listed above. On State proclaimed days off for State employees, County Employees will be paid as if they had worked thereon. Employees who work on such days will receive compensatory time for their normal workday and their normal overtime rate for all hours beyond their normal workday.

When a holiday, as above, falls on a Saturday, it shall be observed on the preceding Friday. When a holiday falls on a Sunday, it shall be observed on the following day, Monday.

By mutual consent of the Parties, the date of observance for any of the above holidays may be moved to another day.

When holidays permit a three-day weekend, employees of those departments who are required to work on any of the three days, shall be paid at the rate of holiday pay as set forth in Article X.

ARTICLE XIV

VACATIONS

All employees shall be granted vacation leave based upon the following from date of hire:

<u>Years of Service</u>	<u>Annual Leave</u>
1st year	1 day/month to end of calendar year hired in
1 through 7 years	12 days per year
8 through 11 years	15 days per year
12 through 17 years	20 days per year
18 through 19 years	25 days per year
20 years and over	25 days per year, plus 1 additional day for each year over 20 years

Employees shall submit requests for vacation time no later than May 15th of the year with first and second choices. Vacations shall be scheduled on the basis of seniority.

Vacation time may be used on a day basis. For purposes of scheduling annual vacations, requests shall state "(number) days to be used on a day basis," with no specific dates required. A separate request for the scheduling of each such day shall be made.

Each employee shall be given credit for each calendar year for all due vacation leave and shall be entitled to use credited leave when requested. Should an employee's service terminate before the end of the year, earned vacation leave shall be calculated based on the number of months (or major portion thereof) completed. Unused earned vacation leave shall be reimbursed to the employee in the final pay. Used unearned vacation leave shall be deducted from the final pay.

A vacation carryover of up to one-third ($1/3$) of a years vacation credit is permitted upon written notice filed by December 1st. The carryover must

be used in the succeeding year or such vacation credit is forfeited.

ARTICLE XVI

JURY DUTY

Should an employee be obligated to serve as a juror he shall receive full pay from the County for all time spent on jury duty.

Remuneration received from the Court for such service will not be deducted from the wages received for the corresponding workdays.

ARTICLE XVII

MEDICAL AND OTHER BENEFITS

All benefits currently enjoyed by employees shall remain in effect and become part of this Agreement, including all rights and privileges under the PERS and as provided by Civil Service authority or as dictated by past practices of the County. Those practices which are management's prerogative may be changed at any time by the County without negotiation with the Association. Those practices which are working conditions may not be changed by the County without negotiations first with the Association.

In addition, the Employer agrees to provide, at no cost to the employees, medical coverage in the form of Blue Cross, Blue Shield, Rider J. and Major Medical as currently provided through the State Health Benefit Plan for all employees and their eligible dependents. The Employer shall also pay the monthly Medicare premium for each employee over age sixty-five (65).

Each employee shall receive for on the job injuries a leave of absence with full pay for up to twenty-six (26) weeks, with no loss in sick leave credit or any other leave time. Any monies received by employee from Workmen's Compensation during the leave of absence which is for regular maintenance shall be reimbursed to the County.

The Employer further agrees to provide health insurance as a supplement to Medicare for retired County employees if such coverage is available and can be obtained.

ARTICLE XVIII

EMPLOYEES EXPENSES

Employees required to use personal vehicles in the pursuit of proper and necessary County business shall be reimbursed at the rate of twelve cents (12¢) per mile in 1973; fifteen cents (15¢) per mile in 1974; and, in 1975, fifteen cents (15¢) per mile, with an adjustment to increase the 1975 rate by the percent of increase in the cost per gallon of gasoline to the County over the period January 1, 1975, to December 31, 1975, applied to fifteen cents (15¢), which adjustment would be reimbursed to the employees after January 1, 1976.

All such personal car mileage shall be submitted on the proper forms, to be provided, and such mileage shall be computed on a portal-to-portal basis.

When any class of employment requires the use of specialized equipment, such as uniforms, rain gear and safety equipment, these shall be provided and maintained by the Employer at no expense to the employees.

It is recognized that employees in the position of Mechanical Repairman, (excluding helper) at any grade, provide the use of their own tools for use on County jobs; and that such use of personal tools, to which only the individual owner has access, is a normal aspect of the trade; and that such employees shall receive an additional compensation of \$2.00 per week for such use of their tools to be paid semi-annually.

All other necessary expenses borne by employees in the course of work, which have been, by past practice, subject to reimbursement to the employees, shall remain in effect for the duration of this agreement.

Any employee working authorized overtime to a meal period (defined as 6:00 A.M., 12:00 Noon, 6:00 P.M., 12:00 Midnight) shall be provided a meal by the County up to \$3.25 in value. Should the County be unable to provide such meal the employee shall be paid at the rate of \$3.25 for such meal. If an employee works less than the minimum overtime (2 hours) the meal rate, if applicable, shall be \$1.75.

ARTICLE XIX

EMPLOYEE FACILITIES

Adequate facilities shall be provided for employees for purposes of daily breaks, eating of lunches and for relief in time of momentary illness incurred while at work.

Representatives of the County and Council No. 15 will survey facilities and discuss the needs for an employee lounge and sickroom. When space is located, such lounge and sickroom will be established.

The parking lot to the rear of the Administration Building on Main Street will be patrolled from 8:00 A.M. to 1:00 P.M. by a uniformed patrolman; and all employees authorized to park will display official identification. The patrolled parking areas shall be reserved for employees, with no reserved parking for individuals except parking spaces reserved by court order. The Association and the Employer shall mutually determine which employees shall be issued permits according to the following: all employees working full time in offices bordering upon the County parking lot, and part time employees working in the same offices who work a minimum of four days per week. Parking for these employees will be on a first come, first served basis. No other permits will be issued to any other persons either as a courtesy or for any other reason.

ARTICLE XX

SAFETY

The Employer agrees to insure the safety and adequacy of all working areas and equipment provided for employee use. The Association reserves the right to call upon the Employer or any appropriate State or Federal agency to investigate any matter involving work area or equipment. Such request will only be made where the Association feels that the employee is subjected to a possible impairment of health and safety.

A joint Safety Committee shall be established, consisting of three (3) employees designated by the Association and three (3) members designated by the Employer. The function of the Safety Committee shall be to advise the Employer concerning safety and health matters, but not to handle grievances. In the discharge of this function, the Safety Committee shall consider existing practices and rules and recommend adoption of new practices and rules to the Employer.

The Safety Committee shall be appointed within thirty (30) days of the signing of this Agreement.

ARTICLE XXI

UNSCHEDULED CLOSING OF COUNTY DEPARTMENTS

Should an employee report for work and subsequently the County decides to close County Offices for whatever reason, such employee who reports to work shall be credited for the day's work. Should the County for whatever reason close County Offices before the start of a workday, or during the regularly scheduled workday, all employees will be credited with a day's work.

ARTICLE XXII

JOB CLASSIFICATIONS AND VACANCIES

The Employer shall post advance notice, in all Departments, of any position to be filled for fifteen (15) working days.

Prior to posting such notice, the Employer shall submit to the Association the proposed Title and Salary for the position to be filled.

When the Employer establishes a new job, for which there is no rate of compensation provided in the schedules attached, the Employer and the Association shall reach agreement on an appropriate rate of compensation for the Title, in relation to existing positions, prior to promulgation of the advance notice. The Employer agrees that no appointment shall be made to any such position prior to an agreement of the Parties on the above.

ARTICLE XXIII

PROMOTIONS AND TITLE CHANGES

A. Review Board

The Employer agrees to establish a Review Board to study requests for promotions and/or changes in title. The Board shall also review the status of provisional employees who have passed Civil Service examinations and have not been granted permanent appointment due to the absence of a complete certified list for the position held.

The Board shall be comprised of no more than three (3) members appointed by the County and no more than three (3) members appointed by the Association, in equal numbers, with a chairman, acceptable to both parties.

The recommendations of this Board shall be advisory.

B. Promotions in 1975

During 1975, upon being promoted, an employee shall retain the same step on the salary guide in the range to which he is promoted if the new range is two or less ranges higher. If the range to which he is promoted is more than two ranges higher than his previous range, he shall lose one (1) step for every two (2) ranges his new range exceeds his old range beyond the initial two ranges mentioned above.

A change in the range assigned to an employee's position caused by a reclassification by the Civil Service Commission shall not be considered a promotion under the preceding paragraph.

C. Reclassifications in 1975

In 1975, when a range change is the result of a reclassification, the employee will be placed in the new range at the minimum, provided, however, if said minimum is less than 10 percent above his previous annual salary, he will be placed at the next lowest step that will result in a 10 percent increase in annual compensation over his previous annual salary.

ARTICLE XXIV

TEMPORARY EMPLOYEES

Temporary employees are those hired during a period of emergency or to fill a temporary position (position required for a period of not more than four (4) months or for recurrent periods aggregating not more than four (4) months in any twelve (12) month period). Extension of such a position beyond these limitations will automatically change its status to permanent, and all benefits granted to Permanent and Provisional employees shall accrue to the employee, retroactive to date of hire.

These employees shall be paid at the rate of the title, and duties shall be scheduled within the regular workday. Overtime shall be provided in accordance with Article X of the Agreement.

The provisions of Article XXII shall apply to Temporary positions.

ARTICLE XXV

DISCRIMINATION AND DISCIPLINE

No employee shall be discharged or discriminated against because of race, age, creed, sex, color, ethnic background, political affiliation or Association activity.

If justification for such discharge cannot be agreed upon by the Employer and the Association, the matter shall be arbitrated in accordance with the arbitration provisions of this Contract, or the employee may pursue all legal remedies afforded by the provisions of the Civil Service Act.

In any case of disciplinary action, including discharge, the Employer will notify the Association of the action taken no later than the next workday.

ARTICLE XXVI

PERSONNEL FILES

Employees shall have the right to inspect and review their own individual personnel files upon request to the County. The Employer recognizes and agrees to permit this review and examination at any reasonable time. An employee shall have the right to define, explain or object in writing to anything found in his personnel file. This writing shall become a part of the employee's personnel file.

For purposes of this Agreement, a personnel file is defined as any and all recorded matter concerning the employee, maintained by the Department and the County.

ARTICLE XXVII

ECONOMY LAYOFFS

Layoffs for economy reasons shall not be effected before the Employer, in good faith, has first demonstrated the need for economy to the Association, and that the necessary economy will result from the layoff(s). Employees to be laid off shall be sent written notice; layoffs shall be according to rules of the Civil Service Commission.

An employee covered by this Agreement who is laid off pursuant to the provisions hereof, may file a grievance complaining of the layoff, in which case, the employee shall only take the grievance beyond Step 1 to the Civil Service Commission, in accordance with Civil Service Procedures, notwithstanding the language of Paragraph (b) under Step 1 of Article XXVIII, "Grievance Procedure" providing an option to employees to take grievances either to the Civil Service Commission or to arbitration.

ARTICLE XXVIII

GRIEVANCE PROCEDURE

Any grievance or dispute which may arise between the Parties, including the application, meaning or interpretation of this Agreement shall follow this procedure:

STEP 1

(a) The Association Representative shall present the grievance or dispute, in writing, to the employee's immediate Supervisor within ten (10) working days of its occurrence or ten (10) working days after the employee becomes aware of the event. The immediate Supervisor shall adjust the matter and respond, in writing, within three (3) working days. Failure to present the grievance within the time provided shall constitute an abandonment of the grievance and bar its filing thereafter.

(b) If the matter remains unsettled after Step 1, the employee may pursue the matter, at his or her option, either in the remainder of this procedure or take the matter before the Civil Service Commission, in accordance with the Civil Service procedures. In the event the employee elects to pursue Civil Service remedies, then the employee shall be forever precluded from advancing the grievance through the remainder of the grievance procedure.

STEP 2

If the grievance or dispute has not satisfactorily been settled in Step 1, the Association shall present it in writing to the Department Head, within five (5) days after receiving the response from Step 1 or within five (5) days after the response was due. The Department Head shall have five (5) days to adjust the matter and respond, in writing.

STEP 3

If the grievance or dispute has not been satisfactorily adjusted in Step 2, the Association shall present it to the Board of Freeholders or their designated representative, within five (5) days after receiving the response from Step 2 or within five (5) days after the response was due. The Board shall settle the matter and respond, in writing, within five (5) days. If the Board intends to convene a hearing into the matter, the time for this step shall be extended to fifteen (15) days provided the Association has been notified in writing of this intent within five (5) days after the matter has been presented to the Board. This notice shall specify the time and date of the hearing.

STEP 4

If no settlement of the grievance or dispute has been reached between the Parties in Step 3, either one or both may move the grievance or dispute to arbitration within thirty (30) days of receiving the Board's response or within thirty (30) days of the time the response was due.

ARBITRATION

Any Party wishing to move a grievance to arbitration shall notify the Public Employment Relations Commission and the other Party that they are moving a grievance to arbitration and request that a list of arbitrators be furnished to the Employer and the Association. The arbitrator shall be chosen in accordance with procedures set forth by the Public Employment Relations Commission.

The arbitrator shall hear the matter on the evidence and within the meaning of this Agreement, such rules and regulations as may be in effect by the Civil Service Commission of the State of New Jersey which might be pertinent, and render his award in writing which shall be final and binding.

The cost of the arbitrator's fee shall be borne equally by the Parties.

EXTENSIONS AND MODIFICATIONS

Time extensions may be mutually agreed to by the County and the Association, by a proper instrument in writing.

NOTE: When not specified otherwise, number of days refers to calendar days.

ARTICLE XXIX

COMMUNICATIONS

The Employer shall direct any County department or agency which is governed by a board or commission to provide the Association copies of the minutes of any meeting held by such board or commission no later than fifteen (15) days after the meeting has been held. The foregoing shall also apply to the minutes of the public meetings of the Board of Chosen Freeholders.

ARTICLE XXX

GENERAL PROVISIONS

Section 1:

This agreement constitutes the complete and final understanding of the parties during the term thereof.

Section 2:

All terms of masculine gender shall be construed to include the feminine gender and all terms stated in the singular shall be construed to include the plural unless a different intention is clearly understood from the context in which such terms are used.

DURATION OF AGREEMENT

The terms and effects of this Agreement shall be in force commencing January 1, 1973 and shall remain in effect in full force through December 31, 1975. The parties agree to begin negotiating for a successor agreement no later than October 1, 1975.

Copies of this Agreement shall be distributed to all employees of the County of Hunterdon, the expense for printing and distribution being borne equally by the Parties.

Signed this 29th day of October, 1974,

by the duly authorized representatives of the Parties hereto.

HUNTERDON COUNCIL #15
NEW JERSEY CIVIL SERVICE ASSOCIATION

THE BOARD OF CHOSEN FREEHOLDERS
OF HUNTERDON COUNTY

Original Signed
BY: Luciano D. Rocco
President

Original Signed
BY: Wm. W. Winter
Director

ATTEST:

ATTEST:

Original Signed
Gloria A. Weiman
Secretary

Original Signed
Robert B. Hauck
Clerk

MEMORANDUM OF UNDERSTANDING

We have agreed to substitute the language contained in Article VII (Overtime) Paragraph 5 of the 1970-71 contract for that language appearing in Article X (Overtime) Paragraph 4 of the 1972 contract. It is understood that the County takes the position that the 1970-71 language is subject to various interpretations including the interpretation from the wording of the paragraph noted above in the 1972 Agreement.

The employees dispute this, but agree that the County has reserved the right to raise the question of interpretation.

In the event interpretation becomes disputed, the parties agree to submit the same to arbitration as provided in the contract grievance procedure.

ATTEST:

Original Signed
Robert B. Hauck

(Clerk)

COUNTY OF HUNTERDON

Original Signed
Wm. W. Winter

(Director)

ATTEST:

Original Signed
Gloria A. Weiman

(Secretary)

COUNCIL #15, N.J.C.S.A.

Original Signed
Luciano D. Rocco

(President)

SCHEDULE A **

Schedule A - To be determined by the Parties as called for under the provisions of this Agreement.

** Please refer to new schedules A, B, and C for 1975 salaries which are attached hereto and made a part hereof.

SCHEDULE B

The Association alleges that salary inequities exist in the position titles enumerated below:

Secretary, Board of Freeholders
Clerk Driver - Library
Senior Library Assistant
Probate Clerk
Assistant Superintendent, Weights & Measures
Engineering Aide
Supervisory Library Assistant
Senior Engineering Aide
Library Interne
Junior Librarian
County Detective
Senior Librarian
Chief County Detective
Principal Librarian
Supervising Librarian
Lieutenant County Detective
Maintenance Repairer Painter
Mechanical Repairer Helper
Traffic Maintenance Man
Stock Clerk
Senior Stock Clerk
Senior Bridge Repairer
Senior Mechanical Repairer
Building Service Worker
Building Maintenance Worker
General Building Maintenance Worker
Painter
Carpenter
Building Maintenance Foreman
General Building Maintenance Foreman

38 Employees in above 30 Titles. (10 Position Titles have no Employees in them.)

At the outset of negotiations over alleged salary inequities, the Association shall furnish to the County specific proposals on range changes for the above-mentioned position titles.

SCHEDULE C

Effective January 1, 1975 there shall be instituted a salary guide consisting of a minimum and seven (7) steps for each range thereon.

The minimum for each range shall be computed according to the following formula:

$$\text{Appropriate 1974 Salary} \times \left[1.07 + \frac{(c - .08)}{2} \right]$$

Where C =

Dec. 31, 1974 N.Y.-N.E.N.J. CPI - Dec. 31, 1973 N.Y.-N.E.N.J. CPI

Dec. 31, 1973 N.Y.-N.E.N.J. CPI

SCHEDULE A

	1973	1974
RANGE 1	\$5,338. 2.93	\$5,712. Annually 3.14 Hourly
Addressograph Machine Operator Bookkeeping Machine Operator Clerk Clerk Typist Dental Aide	Docket Clerk Jr. Library Clerk Key Punch Operator Mail Clerk Receptionist	
RANGE 2	\$5,605. 3.08	\$5,997. Annually 3.30 Hourly
RANGE 3	\$5,885. 3.23	\$6,297. Annually 3.46 Hourly
Account Clerk Clerk Stenographer Clerk Transcriber Index Clerk Jr. Library Assistant	Secretary- Dir. Freeholder Sr. Clerk Sr. Clerk Typist Sr. Docket Clerk (Typing) Sr. Key Punch Operator	
RANGE 4	\$6,172. 3.39	\$6,604. Annually 3.63 Hourly
* Clerk - Driver/ Library (Effective until 30 Jun 74)	Microfilm Clerk	
RANGE 5	\$6,481. 3.56	\$6,935. Annually 3.81 Hourly
Clerk Bookkeeper Principal Clerk Sgt. At Arms	Sr. Account Clerk Sr. Clerk Stenographer Sr. Library Assistant	
* Clerk - Driver/Library (Effective 1 Jul 74)		
* See Addendum to Contract - Salaries Inequities)		

	1973	1974	
RANGE 6	\$6,805. 3.74	\$7,281. 4.00	Annually Hourly
RANGE 7	\$7,144. 3.93	\$7,644. 4.20	Annually Hourly
* Assistant Supt. Weights & Measures (Effective until 30 Jun 74) Planning Draftsman Principal Account Clerk Principal Clerk Stenographer			
Principal Index Clerk Probate Clerk Sr. Clerk Bookkeeper Supervising Clerk			
RANGE 8	\$7,503. 4.12	\$8,028. 4.41	Annually Hourly
* Engineering Aide (Effective until 30 Jun 74) Sheriff's Officer			
RANGE 9	\$7,877. 4.33	\$8,428. 4.63	Annually Hourly
Principal Clerk Bookkeeper Supervising Clerk Stenographer * Engineering Aide (Effective 1 Jul 74)			
Supervising Library Asst. Tax Clerk			
RANGE 10	\$8,271. 4.54	\$8,850. 4.86	Annually Hourly
Const. Inspector (Range selected by County without prior negotiation & subject to change) * Sr. Engineering Aide (Effective until 30 Jun 74)			
RANGE 11	\$8,685. 4.77	\$9,293. 5.11	Annually Hourly
Library Interne * Sr. Engineering Aide (Effective 1 Jul 74)			
* See addendum to Contract - Salaries Inequities)			

	1973	1974	
RANGE 12	\$9,118. 5.01	\$9,756. 5.36	Annually Hourly
* Assistant Supt. Weights and Measures (Effective 1 Jul 74)			
RANGE 13	\$9,574. 5.26	\$10,244. 5.63	Annually Hourly
Jr. Librarian			
RANGE 14	\$10,053. 5.52	\$10,757. 5.91	Annually Hourly
County Detective Jr. Planner	Sanitary Inspector		
RANGE 15	\$10,555. 5.80	\$11,294. 6.21	Annually Hourly
Asst. Engineer (Range selected by County without prior negotiation & subject to change) Principal Engineering Aide Reference Librarian	Sr. Librarian		
RANGE 16	\$11,083. 6.09	\$11,859. 6.52	Annually Hourly
Sr. Planner	Sr. Sanitary Inspector		
RANGE 17	\$11,637. 6.39	\$12,452. 6.84	Annually Hourly
Chief County Detective	Principal Librarian		

* See Addendum to Contract - Salaries Inequities).

	1973	1974	
RANGE 18	\$12,220. 6.71	\$13,075. 7.18	Annually Hourly
Principal Planner			
RANGE 19	\$12,830. 7.05	\$13,728. 7.54	Annually Hourly
Supervising Librarian			
RANGE 20	\$13,473. 7.40	\$14,416. 7.92	Annually Hourly
RANGE 21	\$14,147. 7.77	\$15,137. 8.32	Annually Hourly
RANGE 22	\$14,854. 8.16	\$15,894. 8.73	Annually Hourly
RANGE 23	\$15,596. 8.57	\$16,688. 9.17	Annually Hourly
Asst. County Engineer			
RANGE 24	\$16,375. 9.00	\$17,521. 9.63	Annually Hourly
RANGE 25	\$17,195. 9.45	\$18,399. 10.11	Annually Hourly

HUNTERDON COUNTY
SCHEDULE A

35 hour week

YEARLY
HOURLY

RANGE	1972	1973	1974	1975 base	INC	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
1	5036 277	5338 293	5712 314	6192 340	217	6409 352	6626 364	6843 376	7060 388	7277 400	7494 412	7711 424
2	5288 291	5605 308	5997 330	6501 357	228	6729 370	6957 382	7185 395	7413 407	7641 420	7869 432	8097 445
3	5552 305	5885 323	6297 346	6827 375	239	7066 388	7305 401	7544 415	7783 428	8022 441	8261 454	8500 467
4	5823 320	6172 339	6604 363	7159 393	251	7410 407	7661 421	7912 435	8163 449	8414 462	8665 476	8916 490
5	6114 336	6481 356	6935 381	7518 413	263	7781 428	8044 442	8307 456	8570 471	8833 485	9096 500	9359 514
6	6420 353	6805 374	7281 400	7893 434	276	8169 449	8445 464	8721 479	8997 494	9273 510	9549 525	9825 540
7	6740 370	7144 393	7644 420	8287 455	290	8577 471	8867 487	9157 503	9447 519	9737 535	10,027 551	10,317 567
8	7078 389	7503 412	8028 441	8703 478	305	9008 495	9313 512	9618 528	9923 545	10,228 562	10,533 579	10,838 595
9	7431 408	7877 433	8428 463	9137 502	320	9457 520	9777 537	10,097 555	10,417 572	10,737 590	11,057 608	11,377 625
10	7803 429	8271 454	8850 486	9594 527	336	9930 546	10,266 564	10,602 583	10,938 601	11,274 619	11,610 638	11,946 656
11	8193 450	8685 477	9293 511	10,075 554	353	10,428 573	10,781 592	11,134 612	11,487 631	11,840 651	12,193 670	12,546 689
12	8602 473	9118 501	9756 536	10,576 581	370	10,946 601	11,316 622	11,686 642	12,056 662	12,426 683	12,796 703	13,166 723

HUNTERDON COUNTY
SCHEDULE A

35 hour week

YEARLY
HOURLY

RANGE	1972	1973	1974	1975 base	INC	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
13	9032 496	9574 526	10,244 563	11,106 610	389	11,495 632	11,884 653	12,273 674	12,662 696	13,051 717	13,440 738	13,829 760
14	9484 521	10,053 552	10,757 591	11,662 641	408	12,070 663	12,478 686	12,886 708	13,294 730	13,702 753	14,110 775	14,518 798
15	9958 547	10,555 580	11,294 621	12,244 673	429	12,673 696	13,102 720	13,531 743	13,960 767	14,389 791	14,818 814	15,247 838
16	10,456 575	11,083 609	11,859 652	12,856 706	450	13,306 731	13,756 756	14,206 781	14,656 805	15,106 830	15,556 855	16,006 879
17	10,978 603	11,637 639	12,452 684	13,499 742	472	13,971 768	14,443 794	14,915 820	15,387 845	15,859 871	16,331 897	16,803 923
18	11,528 633	12,220 671	13,075 718	14,175 779	496	14,671 806	15,167 833	15,663 861	16,159 888	16,655 915	17,151 942	17,647 970
19	12,104 665	12,830 705	13,728 754	14,883 818	521	15,404 846	15,925 875	16,446 904	16,967 932	17,488 961	18,009 990	18,530 10.18
20	12,710 698	13,473 740	14,416 792	15,628 859	547	16,175 889	16,722 919	17,269 949	17,816 979	18,363 10.09	18,910 10.39	19,457 10.69
21	13,346 733	14,147 777	15,137 832	16,410 902	574	16,984 933	17,558 965	18,132 996	18,706 10.28	19,280 10.59	19,854 10.91	20,428 11.22
22	14,013 770	14,854 816	15,894 873	17,231 947	603	17,834 980	18,437 10.13	19,040 10.46	19,643 10.79	20,246 11.12	20,849 11.46	21,452 11.79
23	14,713 808	15,596 857	16,688 917	18,091 994	633	18,724 10.29	19,357 10.64	19,990 10.98	20,623 11.33	21,256 11.68	21,889 12.03	22,522 12.37
24	15,448 849	16,375 900	17,521 963	18,995 10.44	665	19,660 10.80	20,325 11.17	20,990 11.53	21,655 11.90	22,320 12.26	22,985 12.63	23,650 12.99
25	16,222 891	17,195 945	18,399 10.11	19,946 10.96	698	20,644 11.34	21,342 11.73	22,040 12.11	22,738 12.49	23,436 12.88	24,134 13.26	24,832 13.64

* SCHEDULE B (Effective until 30 Jun 74)

ROADS & BRIDGES

RANGE	1973	1974
	WAGE-HOURLY/O.T. RATE	WAGE-HOURLY/O.T. RATE
1 Laborer	\$7,541.-\$3.63/\$6.53	\$8,069.-\$3.88/\$6.98
2 Maint. Repairer Painter Mech. Repairer Helper Traffic Maint. Man Stock Clerk	\$7,672.-\$3.69/\$6.64	\$8,209.-\$3.95/\$7.11
3 Truck Driver Bridge Repairer	\$8,092.-\$3.89/\$7.00	\$8,658.-\$4.16/\$7.48
4 Sr. Br. Repairer Sr. Stock Clerk	\$8,223.-\$3.95/\$7.11	\$8,799.-\$4.23/\$7.61
5 Mech. Repairer Equip. Operator	\$8,687.-\$4.18/\$7.52	\$9,295.-\$4.47/\$8.04
6 Hvy. Equip. Operator	\$8,775.-\$4.22/\$7.59	\$9,389.-\$4.51/\$8.11
7 Sr. Mech. Repairer	\$9,105.-\$4.38/\$7.88	\$9,742.-\$4.68/\$8.42
8 Road Foreman Traffic Maint. Foreman Br. Repairer Foreman Maint. Repairer Foreman-Painter	\$9,811.-\$4.72/\$8.49	\$10,498.-\$5.05/\$9.09
9 Gen. Road Foreman Road & Br. Foreman Mech. Repairer Foreman	\$10,098.-\$4.85/\$8.73	\$10,805.-\$5.19/\$9.34

* See Addendum - Salaries Inquiries.

* SCHEDULE B (Effective 1 Jul 74)

ROADS & BRIDGES

RANGE	1974 WAGE HOURLY/O.T. RATE
1. Laborer	\$8,069 -\$3.88/\$6.98
2. Stock Clerk	\$8,209 -\$3.95/\$7.11
3. Maint Repairer, Painter * Mech Repairer Helper Traffic Maint Man Truck Driver * Bridge Repairer	\$8,658 -\$4.16/\$7.48
4. Sr. Stock Clerk	\$8,799 -\$4.23/\$7.61
5. Mech Repairer Equipment Operator Sr. Bridge Repairer	\$9,295 -\$4.47/\$8.04
6.	\$9,389 -\$4.51/\$8.11
7. Heavy Equipment Operator Sr. Mech Repairer	\$9,742 -\$4.68/\$8.42
8. Road Foreman Traffic Maint. Foreman Bridge Repairer Foreman Maint. Repairer Foreman-Painter	\$10,498 -\$5.05/\$9.09
9. Gen. Road Foreman Road and Bridge Foreman Mech. Repairer Foreman	\$10,805 -\$5.19/\$9.34

* See Addendum to Contract - Salaries Inequities.

SCHEDULE B - 40 HOUR WEEK - ROAD AND BRIDGE DEPT.

YEARLY SALARY
HOURLY/O.T. RATE

RANGE	1972	1973	1974	1975 base	INC	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
1	7,114. 342	7,541. 363	8,069 388	8,748. 421/758	306.	9,054. 435/783	9,360. 450/810	9,666. 465/837	9,972. 479/862	10,278. 494/889	10,584. 509/916	10,890. 524/943
2	7,238. 348	7,672. 369	8,209. 395	8,899. 428/770	311.	9,210. 443/797	9,521. 458/824	9,832. 473/851	10,143. 488/878	10,454. 503/905	10,765. 518/932	11,076. 533/959
3	7,634. 367	8,092. 389	8,658. 416	9,386. 451/812	329.	9,715. 467/841	10,044. 483/869	10,373. 499/898	10,702. 515/927	11,031. 530/954	11,360. 546/983	11,689. 562/1012
4	7,758. 373	8,223. 395	8,799. 423	9,539. 459/826	334.	9,873. 475/855	10,207. 491/884	10,541. 507/913	10,875. 523/941	11,209. 539/970	11,543. 555/999	11,877. 571/1028
5	8,195. 394	8,687. 418	9,295. 447	10,077. 484/871	353.	10,430. 501/902	10,783. 518/932	11,136. 535/963	11,489. 552/994	11,842. 569/1024	12,195. 586/1055	12,548. 603/1085
6	8,278. 398	8,775. 422	9,389. 451	10,179. 489/880	356.	10,535. 506/911	10,891. 524/943	11,247. 541/974	11,603. 558/1004	11,959. 575/1035	12,315. 592/1066	12,671. 609/1096
7	8,590. 413	9,105. 438	9,742. 468	10,561. 508/914	370.	10,931. 526/947	11,301. 543/977	11,671. 561/1010	12,041. 579/1042	12,411. 597/1075	12,781. 614/1105	13,151. 632/1138
8	9,256. 445	9,811. 472	10,498. 505	11,381. 547/985	398.	11,779. 566/1019	12,177. 585/1053	12,575. 605/1089	12,973. 624/1123	13,371. 643/1157	13,769. 662/1192	14,167. 681/1226
9	9,526. 458	10,098. 485	10,805. 519	11,714. 563/1013	410.	12,124. 583/1049	12,534. 603/1085	12,944. 622/1120	13,354. 642/1156	13,764. 662/1192	14,174. 681/1226	14,584. 701/1262

SCHEDULE C (Effective until 30 Jun 74)

BUILDINGS & GROUNDS

<u>RANGE</u>	<u>1973</u> <u>WAGE-HOURLY RATE</u>	<u>1974</u> <u>WAGE-HOURLY RATE</u>
1 Bldg. Service Worker	\$6,597./\$3.62	\$7,059./\$3.88
2 Bldg. Maint. Worker	\$6,714./\$3.69	\$7,184./\$3.95
3 Gen. Bldg. Maint. Worker Painter-Carpenter	\$7,080./\$3.89	\$7,576./\$4.16
4 Bldg. Maint. Foreman	\$7,196./\$3.95	\$7,700./\$4.23

SCHEDULE C (Effective 1 Jul 74)

BUILDINGS AND GROUNDS

RANGE	1974 WAGE HOURLY RATE
1. Bldg. Service Worker	\$6799./\$3.74
2. Bldg. Maintenance Worker	\$7,184./\$3.95
3. General Bldg Maintenance Worker Painter-Carpenter	\$7,576./\$4.16
4. Bldg. Maintenance Foreman	\$7,957./\$4.37
5. General Bldg. Maintenance Foreman	\$8,343./\$4.58

SCHEDULE C- 35 hour week- Bldg. Maintenance
(Effective until 30 Jun 74)

YEARLY SALARY
HOURLY

1820 hrs per year

RANGE	1972	1973	1974	1975 BASE	inc	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
1	6224 342	6597 362	7059 388	7653 420	268	7921 435	8189 450	8457 465	8725 479	8993 494	9261 509	9529 524
2	6334 348	6714 369	7184 395	7788 428	273	8061 443	8334 458	8607 473	8880 488	9153 503	9426 518	9699 533
3	6679 367	7080 389	7576 416	8213 451	287	8500 467	8787 483	9074 499	9361 514	9648 530	9935 546	10222 562
4	6789 373	7196 395	7700 423	8348 459	292	8640 475	8932 491	9224 507	9516 523	9808 539	10100 555	10392 571

ADDENDUM TO CONTRACT

Pursuant to Paragraph D of Article XII, "Wages" in the current collective negotiations contract between the County of Hunterdon and Council 15, N.J.C.S.A., these parties have reached agreement as follows on salary inequities for certain position titles and hereby amend the salary provisions of said agreement as hereinafter set forth effective July 1, 1974 as provided for in Paragraph D of said contract:

<u>Position Title</u>	<u>Salary Modification</u>
Engineering Aide	From Range 8 (8028) to Range 9 (8428)
Senior Engineering Aide	From Range 10 (8850) to Range 11 (9293)
Clerk-Driver/Library	From Range 4 (6604) to Range 5 (6935)
Assistant Supt. Weights & Measures	From Range 7 (7644) to Range 12 (9756)
Laborer	No Range change. Hourly rate will be \$3.88
Stock Clerk	No Range change. Hourly rate will be \$3.95
Maintenance Repairer Painter	From Range 2 to Range 3, hourly rate will be \$4.16
Mechanical Repairer Helper	From Range 2 to Range 3, hourly rate will be \$4.16
Traffic Maintenance Man	From Range 2 to Range 3, hourly rate will be \$4.16
Truck Driver	No Range change, hourly rate will be \$4.16
Bridge Repairer	No Range change, hourly rate will be \$4.16
Sr. Stock Clerk	No Range change, hourly rate will be \$4.23
Mech. Repairer	No Range change, hourly rate will be \$4.47
Equipment Operator	No Range change, hourly rate will be \$4.47
Sr. Bridge Repairer	From Range 4 to Range 5, hourly rate will be \$4.47

Heavy Equipment Operator	From Range 6 to Range 7, hourly rate will be \$4.68
Sr. Mech. Repairer	No Range change, hourly rate will be \$4.68
Road Foreman	No Range change, hourly rate will be \$5.05
Traffic Maintenance Foreman	No Range change, hourly rate will be \$5.05
Bridge Repairer Foreman	No Range change, hourly rate will be \$5.05
Main. Repairer Foreman-Painter	No Range change, hourly rate will be \$5.05
General Road Foreman	No Range change, hourly rate will be \$5.19
Road and Bridge Foreman	No Range change, hourly rate will be \$5.19
Mech. Repairer Foreman	No Range change, hourly rate will be \$5.19
Bldg. Service Worker	No Range change, hourly rate will be \$3.74
Bldg. Maint. Worker	No Range change, hourly rate will be \$3.95
Gen. Building Maint. Worker Painter-Carpenter	No Range change, hourly rate will be \$4.16
Bldg. Maint. Foreman	No Range change, hourly rate will be \$4.37
General Building Maint. Foreman	No Range change, hourly rate will be \$4.58

The foregoing rates are base rates for position titles indicated. Incumbents in these titles will be paid salaries for 1975 in accordance with provisions of Paragraph C, Article XII, WAGES.

No salary inequity adjustments shall be made for the following position titles:

1. Senior Clerk-driver
2. Principal Library Assistant
3. Assistant Director, Library
4. Secretary, Board of Freeholders
5. Senior Library Assistant

(cont')

6. Probate Clerk
7. Supervisory Library Assistant
8. Library Interne
9. Junior Librarian
10. County Detective
11. Senior Librarian
12. Chief County Detective
13. Principal Librarian
14. Supervising Librarian
15. Lieutenant County Detective

Both parties have ratified the foregoing agreement.

IN WITNESS WHEREOF, on this 1st date of July, 1975, the parties have caused the signatures of their duly authorized representatives to be affixed hereto signifying their agreement to the provisions set forth above.

COUNCIL 15, N.J.C.S.A.

By

Arthur Brown
President

COUNTY OF HUNTERDON

By

Wendell Smith
Director

ATTEST:

Gloria Williams
Secretary

ATTEST:

Mildred Lee McVie
Clerk of the Board

EFFECTIVE JULY 1, 1974

SCHEDULE C- 35 hour week - Bldg. Maintenance

YEARLY SALARY
HOURLY

1820 hrs per year

RANGE	1972	1973	1974	1975 BASE	Inc	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
* 1			6799 374	7371 405	258	7629 419	7887 433	8145 448	8403 462	8661 476	8919 490	9177 504
1 a	6224 342	6597 362	7059 388	7653 420	268	7921 435	8189 450	8457 465	8725 479	8993 494	9261 509	9529 524
2	6334 348	6714 369	7184 395	7788 428	273	8061 443	8334 458	8607 473	8880 488	9153 503	9426 518	9699 533
3	6679 367	7080 389	7576 416	8213 451	287	8500 467	8787 483	9074 499	9361 514	9648 530	9935 546	10222 562
4			7957 437	8627 474	302	8929 491	9231 507	9533 524	9835 540	10137 557	10439 574	10741 590
5			8343 458	9045 497	317	9362 514	9679 532	9996 549	10313 567	10630 584	10947 601	11264 619

* Incumbents in this Range making salary greater than shown will not be affected; Incumbents will remain in Range 1a.

AMENDMENT TO CONTRACT
BY AND BETWEEN
HUNTERDON COUNTY COUNCIL NO. 15
AND
THE COUNTY OF HUNTERDON

By way of this Agreement, the County of Hunterdon and Hunterdon County Council No. 15 hereby amend the Agreement between them dated October 29, 1974 as follows:

1. Article XV, Section C, BEREAVEMENT LEAVE, shall apply to the death of the employee's brother in addition to those relatives set forth therein.

2. Article XVIII, EMPLOYEE EXPENSES, shall include at the end of the first paragraph thereof the following:

"All such personal car mileage shall be submitted on the proper forms, to be provided, and such mileage shall be computed on a portal-to-portal basis."

3. Article XVIII, EMPLOYEE EXPENSES shall include a new paragraph, immediately following the second paragraph thereof, to read as follows:

"All other necessary expenses borne by employees in the course of work, which have been, by past practice, subject to reimbursement to the employees, shall remain in effect for the duration of this agreement."

IN WITNESS WHEREOF, the parties have set their hands and seals on this 1st day of July 1975.

COUNTY OF HUNTERDON

HUNTERDON COUNTY
COUNCIL NO. 15

ATTEST:

ATTEST:

Richard Lee Shurtz

Gloria A. Wernick
Rec'd